

Create a Quality Volunteer Experience

- Meet volunteer expectations
- Provide the right amount of supervision, support & recognition
- Make volunteers feel part of the team
- Give volunteers respect and involve them in decision making
- Provide meaningful work
- Ensure their time is well spent
- Honor agreements

Develop a 'True Believer' in the Cause

- Help volunteers see value in their contribution
- Ensure volunteers see the impact of what they do and how it affects the community
- Assist volunteers in developing a passion - it can increase their commitment

Provide Organizational Support

Volunteers Should:

- Know the organization is committed. Is management, staff and the corporation on board?
- Feel a welcoming and encouraging climate.
- Understand support systems and dedicated resources (orientation, training, reimbursement for out of pocket expenses, etc.)
- Feel a part of a team - energy level increases when people work together. Momentum and camaraderie are important to overall experience.

Ensure the Volunteer 'Gets More than they Give'

- Volunteers will stay longer if training is enhanced and useful to them outside of the volunteer situation. This is "added" value
- Help volunteers build new skills, new friends, new networks, get a job via the network, reference letter that leads to an interview.
- Volunteers see positive change has occurred